

PUBLIC WORKS WOMEN MANAGERS CELEBRATE PUBLIC SERVICE WEEK IN STYLE

Report and Images by: Gugu Mtshali

On the 27 August 2015, the Head of Department, Mr A. Govender hosted women managers within the department during Public Service Women Management Week held at Mayville Conference Centre, in Durban as part of the Women's Month celebration. The main aim of the PSWM Week which is held during the last week of August each year is to promote women empowerment and gender equality within the public service work place and evaluation of progress made in this area.



Head of Department: Mr A. Govender (right) opening the PSWMW while Ms Thobile Masondo (Assistant Manager) Ms Fikile Luthuli (Deputy Manager) both from Sub-Directorate: Human Right, Employment Equity and Service Delivery pay attention to the HOD's remarks. On the right photo, Mrs BNJ Makhaye, Senior Manager: Human Resource Management presented an update on the Implementation of Transformation Strategy.

In his remarks during the first session with Women Managers at Senior Level (SMS), the Head of Department highlighted that Public Service Women Management provides space to review progress made in the empowerment of women and achievement of gender equality. The Public Service is currently at 40.5% of the required 50% equity representation for women at SMS level.



Head of Department, Mr A Govender (in blue suit) and GM: Corporate Services, Mr PW Duma with Senior Women Managers.

There is therefore a need for individual departments to increase effort to address under representation of women at SMS levels and achieve gender transformation in the workplace. Through this programme, the HOD is expected to systematically create an enabling environment for women empowerment and gender equality in the workplace. In this regard, he told the gathering about his *“Eight (8) Principles Action Plan for Women’s Empowerment and Gender Equality in the Public Service”* which includes the following: 1. Transformation for non-sexism; 2. Establishing a policy environment; 3. Meeting equity targets; 4. Creating an enabling environment; 5. Gender mainstreaming; 6. Empowerment; 7. Providing adequate resources; 8. Accountability, monitoring and evaluation.

During the second session with female managers from Assistant Managers to Deputy Managers, two motivational speakers from the Provincial Treasury Mrs Idah Zwane-Dhlomo spoke about her understanding of the barriers which hinders the success of women in the workplace and advised women to set their clear goals and priorities. She also warned about the importance of respecting the subordinates as *“they are the ones who will make you succeed in your career as a women”*.



Mrs Idah Zwane-Dhlomo and Mrs Phumzile Xaba motivating Public Works Women Managers

Another motivational speaker, Mrs Phumzile Xaba from the Department of Health encouraged women to be more cautious and make self-respect as their number one priority if they want to be respected by their peers. *“As women managers let us not*

have pride, we should help each other and if you don't know something, do not be ashamed to ask" she said.



Listening attentively are some of the Women Managers who attended the Public Service Women in Management Week



In his vote of thanks and closing remarks General Manager: Corporate Services, Mr Phiweyo Duma applauded women for being “a great asset to the public service” and appreciated the contribution of all the guests who participated on the event’s proceedings and congratulated them for the impact of their presentations on the event. Finally, Mr Duma said “women have a critical role to play in the department and there are more opportunities for their growth”.

This event has placed the position of women within Government on another spot, especially in relation to women empowerment within a working environment in the Public Sector.